

John Muir EDI Plan 2018-19

Capacity Building

During the 2018-19 school year, John Muir teachers will increase awareness and understanding of how to integrate social justice standards into core curriculum.

1. Provide 2 (Aug/March) staff development/training related to diversity, cultural agility and implicit bias.
Indicators: Cultural Agility trainings by Gilda Montenegro-Flix
Responsible Person: Principal
Complete by: 3/11/19

2. Ongoing reflection and learning through teacher meetings discussing articles and ideas from the Teaching Tolerance website.
Indicators: Exit tickets from teacher meetings
Responsible Person: Principal & Teachers
Complete by: 6/15/19

3. Encourage self-awareness and cultural competency with all adults. Culturally aware adults model the social justice standards.
Indicators: Climate surveys, feedback at spring conferences, after MLK reenactment march
Responsible Person: Teachers
Complete by: ongoing

Curriculum and Instruction

John Muir teachers will use differentiated instruction, collaborative learning groups and real world connections support students' understanding of the social justice standards.

1. Review curriculum materials to ensure they are culturally diverse and inclusive.
Indicators: Curriculum review
Responsible Person: DL Richardson
Complete by: 6/15/19

2. Begin work on deepening our practice of social justice using the social justice standards. Draft a 3 year cycle of topics and which standards are met each January when the whole school studies social justice.
Indicators: Restorative Justice meeting notes, drafted document of 3 year cycle

Responsible Person: RJ Committee
Complete by: 6/1/19

Climate and Culture

John Muir classrooms will have culturally responsive classroom culture where classrooms are safe spaces for all students. Students are seen, valued, cared for and respected as their full selves.

1. Teachers will conduct proactive circles based on restorative justice practices at least weekly in order to create a safe, trusting, and collaborative classroom environment.

Indicators: Dedicated circle time on master calendar, teacher rotating into classrooms to build positive school climate.

Responsible Person: Principal/Teachers

Complete by: ongoing

2. All teachers will integrate the Mind Up Curriculum into their core classes to ensure social and emotional safety for all students.

Indicators: All teachers use the Mind Up Curriculum

Responsible Person: Teachers

Complete by: 6/1/19

3. Teachers and students together will create classroom and individual contracts (when needed) based on the restorative justice philosophy and social justice standards.

Indicators: All teachers use lessons to collaboratively create contracts with their classes and revisit agreements regularly.

Responsible Person: Teachers

Complete by: 10/1/18 and ongoing

Community Engagement

1. Conduct a community wide survey to gauge an understanding on how families feel about our current climate and how we can make things better

Indicators: Survey results

Responsible Person: Principal

Complete by: 5/15/18

2. Offer family event that educates about Restorative Justice and EDI practices.

Indicators: Events are scheduled, held and well attended.

Responsible Person: Principal/RJ committee

Complete by: 5/1/19

3. Promote real world connections to help students connect their identity to the larger world. This supports three anti-bias domains; identity, justice, action.

Indicators: All student participate in a social justice unit in January to increase anti-bias awareness and civic competency by applying knowledge in authentic real-world context – MLK Day march reenactment

Responsible Person: Teachers & Principal

Complete by: 2/1/19